

town plants.

2. I find and decide, on the evidence submitted, that the following seniority procedures for the Art Metal plants in James'own, New York, are proper and equitable, and shall be applied and followed from and after the date of this Award:

(A) Bona Fide Contract Workers: Effective upon receipt of this Award, employees required to perform contract (built-to-order) work will be recalled to work in the Contract Division (formerly Plant 3) on a departmental basis from the list of bona fide contract workers. When requested by the Company to work in the Contract Division, they will be required to do so. They shall retain their seniority on the Plant 1 departmental list for purposes of layoff, recall, transfer, and bumping within their own respective departments. Except in the cases of internal Hand Truckers who will be recalled on a Plant 3 plant-wide basis for the Contract Division, when all employees are recalled to a Contract Division department, further recalls will be made from the old Chair Division (formerly Plant 3) plant-wide seniority list; however, when additional timekeepers or factory clerical employees are needed, they will be recalled on a departmental basis from Plant 3. After exhausting the plant-wide list, further recalls to the Contract Division will be made from the company-wide seniority list. Appendix A lists Contract Division departments.

(B) Stock Division (Plant 1): Effective on receipt of this Award, employees who worked in departments of Plant 2 and Plant 4, prior to the strike and performed similar work to that performed in corresponding departments in Plant 1 (Stock Division), as set forth in the attached Appendix B, will be given work opportunities in the Stock Division (Plant 1) departments as employees are needed in the latter departments. Recalls will be made on a departmental seniority basis, in accordance with the following approximate percentages:

10 per cent from department of Plant 2

10 per cent from department of Plant 4

80 per cent from department of Plant 1

(1) For example: When a department in the Stock Division (Plant 1) needs 10 employees, one employee will be recalled from the appropriate departmental seniority list of Plant 2, one employee will be recalled from the appropriate departmental list of Plant 4, and eight employees will be recalled from the appropriate departmental list of Plant 1 (Stock Division).

(2) Future recalls by the Company should tend to achieve the above approximate percentages as soon as practicable as employees are needed. Employees must have the qualifications to perform the work in order to qualify for recall under this plan, and, if they do not, they will be passed over. Plant 2 and Plant 4 recalls to the Stock Division will be given a spe-